

Critical Shortage List Extension

HB 4059 (Rep. Hughes) seek to continue the legislative agreement passed in 2012 that would keep the retirement system solvent and allow retirees to come back and work in educator shortage areas. The legislation expired on July 1, 2014. Before passage of the 2012 law, the problem for districts was that in some instances, in certain areas of the state, there were not enough professional educators available in highly specialized positions such as autism specialists and high-level math teachers. As a result, students were not getting access to the programs that they need.

During the time of employment, ISDs and districts are required to pay the school retirement contribution to ensure no financial harm to the retirement system. The legislation keeps the retirement system solvent. Reporting units who employ these retirees are required to pay 100% of the of the school retirement costs. This ensures no financial harm to the retirement system.

House Bill 4059 removes the sunset for three main areas:

Critical Shortage List: Prior to passage of the 2012 law, some districts did not have access to enough professional educators to fill highly specialized positions. As a result, students were not able to gain access to the programs that they need. This bill allows students to continue to receive instruction from high level, experienced teachers that they wouldn't otherwise have had access to because there are shortages in certain staffing positions.

Substitute Teachers: The 2012 legislation addressed an inconsistency in the law and allow for retired teachers to return and substitute teach with a 3rd party contracting company. Before 2012, retired school teachers were allowed to return and work directly for a school district (for a limited time) but couldn't work for a contracting company. Because most districts use contracting companies for substitute placement, it was important to extend the same allowance to private providers as public providers.

Instructional Coaches: Recent State and Federal legislative efforts have put an emphasis on turning around low performing school buildings. In order to meet the requirements of Michigan's Title I Statewide System of Support, high-priority schools are required to provide certain instructional supports (such as instructional coaches). There is a shortage in the number of qualified individuals that have experience in implementing instructional strategies and can assist with school-wide reform efforts. In order to counteract the shortages in these positions, Michigan schools employed retired educators on a part-time basis.

Position: Support

Quick Facts:

- **The bill helps solve the problem of shortage positions.** Passage of this legislation ensures that students have access to the educational opportunities they deserve by making sure highly qualified professional educators are available for these specialized positions.
- **Removes the sunset for 3 main areas.** The legislation allows for the removal of the sunset for highly specialized positions on the critical shortage list, substitute teachers and instructional coaches.
- **This bill helps keep the retirement system solvent.** Reporting units who employ these retirees are required to pay 100% of the UAL for both pension and retiree benefits. This ensures no financial harm to the retirement system.